

Notice of Public Hearing

To

Consider Changes to the Unclassified Service Classification and Pay Plan

On Monday, September 23, 2013 at 10:00 A.M. in Conference Room A, Second Floor, William E. Powers Building (Department of Administration), One Capitol Hill, Providence, Rhode Island 02908-5890, the Director of the Department of Administration, Richard A. Licht, will hold a public hearing in accordance with the provisions of Section 36-4-16.2 of the General Laws of 1956, as amended, to consider revisions to the Unclassified Service Classification and Pay Plan. The changes are:

- Board of Regents - Department of Elementary and Secondary Education – two (2) proposed general salary increases for:
“Commissioner, Department of Elementary and Secondary Education”**

It is the purpose of this hearing to invite comment from all parties on the proposed changes in the unclassified service classification and pay plan as described in an attachment to this Notice.

Richard A. Licht
Director
Department of Administration

Any individual requiring reasonable accommodation in order to effectively participate in this public hearing should contact James A. Pitassi, Jr., Department of Administration, Classification Section at (401) 222-6395 (voice) or # 711 (R.I. Relay) at least two (2) business days prior to the hearing.

AGENDA ITEM # 1 of 1
Agency: Board of Regents - Department of Elementary and Secondary Education
Title: Commissioner, Department of Elementary and Secondary Education

Action: two (2) general salary increases

Pay Grade: 00F56 (flat rate) general salary increases are as follows:

(1) current flat rate (\$203,000) to flat rate (\$207,947) to be in effect Sunday, 06/09/13;

(2) flat rate (\$207,947) to flat rate (\$212,106) to be in effect Sunday, 06/08/14.

Workweek: non-standard

Incumbent: Deborah A. Gist

Note: see class specification below

CLASS TITLE: COMMISSIONER, DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

ORGANIZATIONAL CENTER:

GENERAL STATEMENT OF DUTIES: The Commissioner is the chief executive officer of the Department of Elementary and Secondary Education, and is responsible for the overall direction and supervision of the Department to ensure appropriate implementation of education policy, accountability measures to achieve improved student outcomes and reform in the broad context of coordination with other state and local agencies of government. The Commissioner is directly responsible for leadership of the system of

public education and has delegated authority commensurate with that responsibility.

LEADERSHIP, MANAGEMENT AND COLLABORATION:

The Commissioner shall lead the development and implementation of education policy initiatives, goals and priorities that promote education reform and improvement with the Board of Regents; shall exercise leadership to ensure that districts and schools align their activities with the Board of Regents' policy initiatives, goals and priorities; and shall exercise appropriate intervention authority in schools in need of improvement. The Commissioner shall produce measurable results in student achievement through the education policy initiatives, goals and priorities set with the Board of Regents.

The Commissioner shall facilitate, direct, coordinate and assess the work of all staff at the Department to ensure the quality of work performed, make appropriate staff adjustments and ensure that all resources are properly aligned with the policy initiatives, goals and priorities of the Board of Regents. The Commissioner will meet with stakeholders, other constituencies, and executive and legislative branches of government in order to effectively communicate the policy initiatives, goals and priorities of the Board of Regents, and to formulate and disseminate a plan for implementation of these policy initiatives, goals and priorities. The Commissioner shall work with those recognized nationally in the area of education reform in order to bring those efforts which have been successful to Rhode Island.

SUPERVISION RECEIVED: Considerable latitude for the exercise of initiative and independent judgment. Work is reviewed upon

completion based upon results obtained. The position is subject to an annual performance assessment by the Board of Regents.

SUPERVISION EXERCISED: Facilitates, directs, coordinates, and assesses the work of professional, technical, and support staff. Work is reviewed in process, as necessary, and upon completion for achievement of desired results.

ILLUSTRATIVE EXAMPLES OF WORK PERFORMED AND ESSENTIAL FUNCTIONS:

Performs all statutory duties in R.I.G.L. 16-1-5 and 16-60-6 (attached) in addition to related statutory powers and duties.

Leads the development and implementation of policy alternatives in collaboration with the Board of Regents, Governor's Office, Children's Cabinet Directors, and the Commissioner of Higher Education and General Assembly in order to promote education reform and improvement.

Appears publicly and meets with various constituencies in a variety of settings for the purpose of communicating education-reform initiatives.

Confers and consults with other Agency directors in an effort to coordinate RIDE activities.

Leads the state and federal education-accountability system in Rhode Island, including intervention in schools in need of improvement.

Prepares briefing materials and reports for the purpose of ensuring that executive and legislative branches of government understand the needs and directions of the public-education system.

Performs related work as necessary.

REQUIRED QUALIFICATIONS

KNOWLEDGE AND SKILLS:

- **Skilled in meeting the challenges of leading a complex organization dedicated to ambitious goals, high standards, and continuous improvement. This includes, but is not limited to, a school system, state department of education, nonprofit and/or corporation.**
- **Skilled in articulating a clear vision for an exemplary public-education system and a demonstrated commitment to producing measurable results raising student achievement for a diverse population.**
- **Skilled in assessing and challenging the status quo and in utilizing and integrating available resources including technology, as part of the process so as to make an immediate impact.**
- **Is committed to a student-first philosophy. Has the ability and skills to recognize the needs of all students and serve as their advocate. Has an ability to inspire, motivate, and build support among high-impact decision-makers, including but not limited to legislative, business, labor, community, and school leaders.**
- **Possesses the intellect, communication skills, and scope of expertise to utilize data and stakeholder input in the decision-making process. Has the stature to serve as an advocate and spokesperson for the educational community.**
- **Knowledgeable about the complexities of educational systems,**

including, but not limited to, the particular challenges faced by urban communities.

- Skilled in building upon and strengthening effective initiatives, as well as in leading the development and implementation of new ones.

EDUCATION: Advanced degree in education, public administration, or related leadership field

EXPERIENCE: Ten years of experience in educational management or administration.

OR: Any combination of education and experience that shall be substantially equivalent to the above.

Must have own transportation and be available evenings and occasionally on weekends.

Reasonable accommodations can be made for individuals with a disability.

